



**Innovating with the
Sedgwick County
Business Leadership Network
&
Nexus,
Wichita Regional Employment Initiative**



- The SCBLN History
 - Incorporated on January 24th, 2012 using funding from an Empower Kansas Grant
 - *The Business Leadership Network of Sedgwick County (SCBLN) is an employer led non-profit that uses a business-to-business model offering education, training and resources to local businesses and non profit entities. Through these methods the SCBLN will engage, educate and inform local employers on critical topics that's are designed to promote the inclusion of talent with disabilities. (pull out key parts)*
 - 501(C)3 status was granted July 23rd 2014



2015 Education-Training-Resources

- Webinars
 - Understanding Blindness in the Workplace
 - Understanding Autism in the workplace
 - Understanding MS in the workplace
 - Making reasonable Accommodations Successful
 - Disability 101
 - Understanding Accommodations, Assistive Technology & Accessibility in the workplace
 - Fostering Success in the Workplace for employees Who are Deaf or Hard-of-Hearing
 - Business Strategies for Successful Inclusion
 - Understanding Cerebral Palsy in the Workplace



2016 Education-Training-Resources

- Live trainings
 - The Government Contractors Primer on Section 503 Duty to Employ and Advance Qualified Individuals with Disabilities
 - Introduction to the ADA
 - Employment and the ADA
 - Building Access & Regulations and the ADA
 - Communications and the ADA
 - Reasonable Accommodations and the ADA
 - Employer Tax Incentives (November 2016)



2016 Education-Training-Resources

- Webinars
 - Corporate Accessibility Audit
 - Supporting Caregiver Employees in the Workplace
 - What Businesses need to know to tap into Millennials with Disabilities
 - Understanding Autism from the Parent and Employer Perspective

More webinars & trainings are available at

BLNSG.org



Programs the SCBLN is involved with:
Disability Mentoring Year





Business Advisory Council

- Mock Interviews
- Resume Reviews
- Panel Discussions
 - Interviewing Skills & Tips
 - First Impressions
 - “Pulling subjects out of a hat”
- Reverse Job Fair

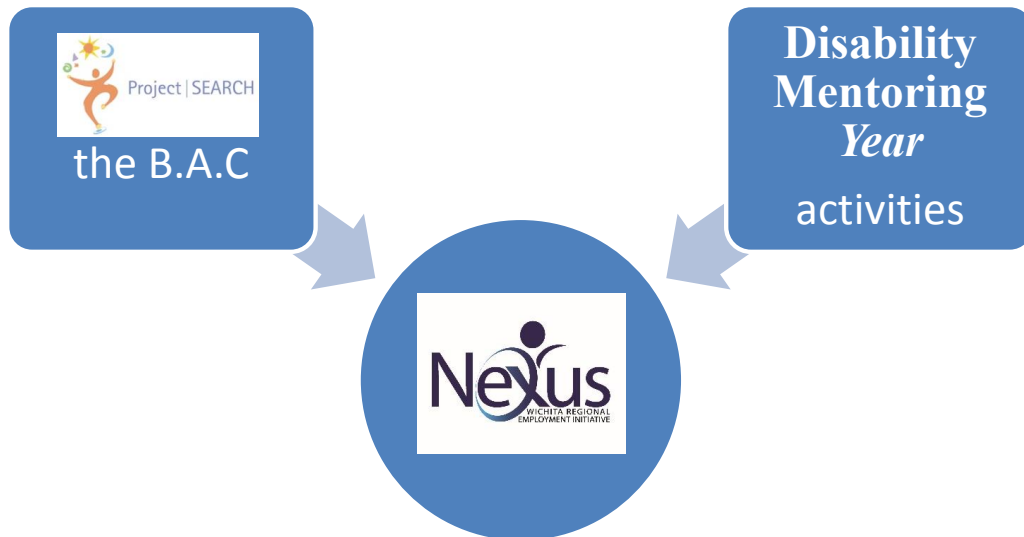


Disability Mentoring Year

- Mock Interviews
- Resume Skills
- Interviewing tips
- Presenters from local businesses
- Colleges & Vo Tech Tours
- Reverse Job Fair



Innovation





Peter Daniels

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Sedgwick County Developmental Disability Organization

&

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Employment First Conference, Topeka

Presenter: Robert Hull, Vice President for Research

April 21, 2016



Cerebral Palsy Research Foundation



With funding from the Kansas Health Foundation



- ❖ To create a collaborative, sustainable means of cooperation
- ❖ between community service providers and proactive employers
- ❖ to increase the rate of employment of productive individuals with disabilities
- ❖ in the Wichita labor market.

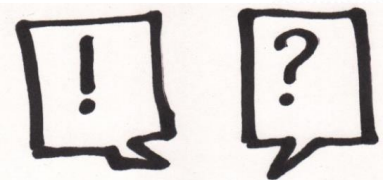
The Innovator and Mentors

- With great appreciation to the Greater Kansas City Regional Employment Nexus, begun in Summer 2013
- Supported by the Missouri Division of Vocational Rehabilitation and its Business Outreach Specialists, Yvonne Wright and Lorraine Butler
- Also supported by the Greater Kansas City Business Leadership Network and its Consultant, Darla Wilkerson



The Old Way

- “Place and Pray” mentality
- Competition
- Businesses felt unsupported
- Businesses did not feel understood
- Businesses were confused and inundated



Things Had to Change

- Trust was gone (or dwindling fast!)
- National Business Initiatives ... (e.g., U.S. BLN)
- Federal Contractor changes (e.g., Rehab Act, S. 503)
- Businesses want to work with us, but....



Nexus - Key Elements of Success

- Consortium of partners/competitors
 - Both community service providers and employers
- Sharing environment
 - Monthly roundtable meetings; flow of emails
- Single point of contact at Nexus (POC)
 - Employers contact POC to distribute openings equitably



Emerging Elements



- Invited employer presentations at monthly meetings
 - Currently held at Cerebral Palsy Research Foundation
- Joint events with the Sedgwick County BLN
- Supporting features
 - Semi-monthly VA Employment Roundtable
 - Wichita Workforce Center Job Fairs & WorkAbility
 - Google Drive website – thewichitanexus@gmail.com

Lead Partner



- Employer selects a “lead partner”
 - Thoroughly understands employer needs, culture
 - Recruits & screens candidates or trainees
 - Consults with employer on accommodations/incentives
 - Supports employer HR and managers by supporting new employee success
- Lead partner teams with other partners
 - Negotiates sharing of funder reimbursements





Current Participants

- **Employers:** *Center Industries, BTCO, Via Christi Hospitals*
- **Government Agencies:** *Wichita Workforce Center, Kansas Rehabilitation Services, VA Disability Employment Program, USD 259 Transition Program*
- **Business Staffing Agencies:** *Manpower, Pyxis, JUMP, Certified Placement Services, Labor Ready*
- **Disability Services Providers:** *CPRF, Starkey, KETCH, Envision, Mental Health Association, Prairie View Mental Health Center*
- **Faith-Based Communities:** *Aldersgate UMC- Career Club, St. Mark UMC-Family Center, ESS/Breakthrough Club*



A Few Numbers

- **Job Fairs:** *for March – April, 27 job fairs were announced*
- **Job Opportunities:** *for the first eight workdays of April, 332 job opportunities were shared to thewichitanexus@gmail.com by the Wichita Workforce Center*



Advantage: Kansas City!

- Kansas City MSA = 2.39M; Wichita MSA = 637K
- Missouri population = 6.06M; Kansas = 2.9M
- KC MSA/MO Pop. = 37%; Wichita MSA/KS pop. = 11%

- So, Missouri VR has significantly more resources to devote to Kansas City than Kansas VR has to devote to Wichita
- Kansas City is a major midwest distribution center
- K.C. regional OFCCP office is Nexus partner



Advantage: Wichita!

- Good reputation for collaborative disability community
- Dole VA Center sponsors the “VA Roundtable” for employment specialists and distributes job opportunities via email
- Wichita Workforce Center sponsors “WorkAbility” job fairs, working with many employers
- Staff from Wichita VR office and the VR Employer Development and Marketing Specialist (Topeka) are present and supportive
- Sedgwick County Business Leadership Network has connected with Kansas City Regional Nexus and GKC-BLN

Empowering Kansans II – The Business Nexus Kansas Health Foundation Recognition Grant

- Bob Hull – 20% FTE from January 1 – June 30, 2016
 - Pending grant: Walmart Foundation-Kansas
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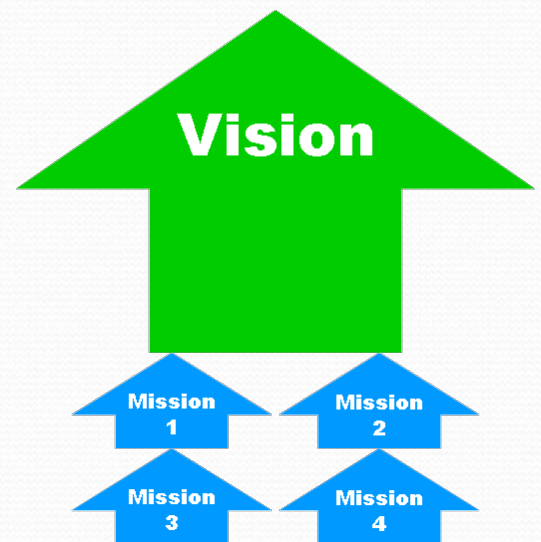
- Collaboration



- Training on Rehab Act, Sect. 503 – 01/13/2015
 - Presentation on GKC Regional Nexus – Lorraine Butler
 - Brief review of “Vision for a Wichita Nexus” – Bob Hull
 - Working to engage employers – Bob Hull, Peter Daniels
- Presentation – “Myths and Misperceptions” – 02/23/2016
- Presentation – “Employer Cost Recovery” – November 2016

Vision

- ❖ To create a collaborative, sustainable means of cooperation
- ❖ between community service providers and proactive employers
- ❖ to increase the rate of employment of productive individuals with disabilities
- ❖ in the Wichita labor market.



If you've caught the vision, please volunteer!





Robert Hull
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Cerebral Palsy Research Foundation
&
Convener, The Wichita Nexus
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And we are outta here!

